

FY2023 Anti-Slavery and Human Trafficking Statement

1. About the Statement

ENEOS Europe Limited (“ENEU”) is a provider of petroleum products and incorporated in England and Wales. ENEU is a wholly-owned subsidiary of ENEOS Corporation, which is a Japanese manufacturer and marketer of petroleum and petrochemical products.

The United Kingdom (“UK”) Modern Slavery Act 2015 (the “Act”) requires certain businesses to provide disclosure concerning their efforts to address the issues of Slavery and Human Trafficking in their supply chain.

As a company doing business in the UK, ENEU has produced this FY2023 Anti-Slavery and Human Trafficking Statement (the “Statement”) in response to requirements of Section 54 of the Act.

The Statement is intended to communicate the steps that ENEU has taken during the previous fiscal year of 1 January 2023 to 31 December 2023 to ensure that slavery and human trafficking are not occurring in any part of its supply chains.

We are committed to improving our practices to combat slavery and human trafficking.

2. Organisation's structure

ENEU is a part of the ENEOS Group (the “Group”), and our ultimate parent company is ENEOS Holdings, INC., which has its head office in Japan. Further information on ENEU’s business can be found in our website below.

<https://eneoseurope.com/>

3. ENEU’s policies on slavery and human trafficking

ENEU is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. In 2017, ENEU has adopted an Anti-slavery Policy, which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

4. Due diligence processes for slavery and human trafficking

As part of ENEU's initiative to identify and mitigate risk, ENEU has in place systems to:

- Identify and assess potential risk areas in ENEU's supply chains.
- Mitigate the risk of slavery and human trafficking occurring in ENEU's supply chains.
- Monitor potential risk areas in ENEU's supply chains.

5. Supplier adherence to our values

ENEU has zero tolerance to slavery and human trafficking. This year, ENEU has sought confirmation from major suppliers that there was no slavery and human trafficking during the previous fiscal year from 1 January 2022 to 31 December 2022 in their company and supply chains. In addition, ENEU has also sent a letter to all ENEU's suppliers to request them to ensure and verify that they are free from any form of modern slavery or human trafficking, and report to ENEU promptly if they find any indication of such violation or any other human rights breaches in their workplaces.

6. Training

To enhance the understanding of the risks of modern slavery and human trafficking in our supply chains and our business, ENEU provides training to its employees on the company's compliance policies, including those related to human rights as appropriate. For the fiscal year from 1 January 2023 to 31 December 2023, ENEU will once again notify its employees of its Anti-slavery Policy, followed by holding a training session for them in September 2024.

7. Our effectiveness in combating slavery and human trafficking

Following a review of the effectiveness of the steps ENEU has taken this year to ensure that there is no slavery or human trafficking in our supply chains, if necessary, ENEU intends to take further steps to combat the risk of slavery or human trafficking.

8. Approval

Kei Hara, hereby certify that the information contained in the above FY2023 Anti-Slavery and Human Trafficking Statement is factual and has been approved by the Board of Directors of ENEU on 27 March 2024.

A handwritten signature in black ink, appearing to read 'M. Katsuta', written in a cursive style. The signature is positioned above a horizontal line.

Makoto Katsuta

Managing Director

ENEOS Europe Limited

19 April 2024